

2017 ANNUAL REPORT





From the Chairman

Avasant's goals have always been focused on more than just achieving business success. From our support of disadvantaged people, communities and countries, we show our personal and corporate values in a real and definable way. We are dedicated to driving a social and measurable change through our not-for-profit venture Avasant Foundation.

Avasant Foundation continued to empower youth by creating employment opportunities through skill development training programs, while supporting local efforts toward science, technology, engineering, arts, and math (STEAM) education and entrepreneurship, in the 7th year since its incorporation. It's a pleasure to share with you all, the achievements of our Foundation through this report.

Sincerely,

Kevin S. Parikh



From the Executive Director

2017 was a year of achievements for Avasant Foundation. While we saw unparalleled success in our Avasant Digital Youth Employment Initiative in Jamaica, we also were awarded the Skills for Global Services Grant by IDB and won the Global Impact Sourcing Award by IAOP.

While Avasant Foundation thrives on innovation, none of our successes would be possible without the expertise of Avasant consultants and our initiative partners across the globe who have been tackling youth unemployment for decades through Impact Sourcing initiatives.

In our Annual Report, I am pleased to share the growth of our Foundation's impact and footprint. Avasant Foundation is committed as ever to advancing the UN's Sustainable Development Goals (SDG) and empowering youth through inclusion and opportunity in the new digital economy.

Sincerely,

Chitra Rajeshwari



Foundation Overview

Our Mission:

To improve lives and communities by empowering youth in emerging economies through education, employment and entrepreneurship.



Our Strategy:

To leverage the expertise and relationship of Avasant, a leading global business management and digital strategy firm, to create opportunities for youth to succeed in the workforce of today and tomorrow.

Our Vision:

That all youth are afforded opportunities to become contributing members of the global community and succeed in the new digital economy.



Our Values:

S

Service:
to humanity

T

Teamwork:
working together for better results

R

Responsibility:
taking accountability for our actions

I

Integrity:
doing the right thing

V

Vision:
working with purpose

E

Excellence:
in our commitment

Programs Overview

Youth Empowerment in the New Digital Economy



Education

In-person and online training in the demand-driven technology industry and soft skills to prepare disadvantaged youth for employment with ICT, BPO and other companies



Employment

Job creation initiatives such as Impact Sourcing and enabling employment for training graduates



Entrepreneurship

iGNITE entrepreneurial digital skills training for youth on using their creativity to start and run sustainable businesses

Additional supporting services: Mentorship and more general STEM Education

Global Program Partners:



2017 Results

247 deserving youth ages 18-26 graduated from Avasant's Digital Youth Employment training in the Caribbean

95% of trainees believe that AF trainings met or surpassed their expectations

6,500 Indian students in 56 public schools in Odisha and Bangalore were provided access to technology with instruction



90% of trainees secure ICT/BPO employment within two months of graduation

\$210,000 raised through 'Golf for Impact'

25+ Leading ICT employers actively support AF Impact Sourcing initiatives



Global Memberships



Clinton Global Initiative (CGI)

Kevin Parikh, AF's Chairman, and Chitra Rajeshwari, AF's Executive Director, were recognized two years in a row by the Clinton Global Initiative in 2015 and 2016, for enabling employment for over 94% of the deserving youth in Jamaica and Haiti who graduated from AF's Digital Youth Employment Initiative.

Avasant also supports various organizations which have been working around the globe for economic stability and betterment of lives of people. Among the organizations to receive charitable contributions from Avasant and AF are Clinton Global Initiative, Rockefeller Philanthropies, Association Haitienne pour le Developpement des Technologies de L'Information et de la Communication (AHTIC), Sharefest Community, American India Foundation, TiE Foundation, Project HANDUP and Business Process Industry Association Jamaica (BPIAJ).



Global Memberships



UN Global Compact

Avasant has participated since 2011 with the UN Global Compact and is committed to upholding the ten principles with respect to Human Rights, Labor, Environment and Anti-Corruption. Avasant is strongly committed to environmental sustainability, and is an equal opportunity employer that does not tolerate any kind of discrimination among its employees. By extension, they also treat our partners and vendors with dignity and deploy fair practices in the selection and procurement process.

Avasant has assisted multiple governments in creating frameworks for the development of IT and BPO industries by creating the enabling frameworks of standards, policy and human capital. These engagements have earned Avasant global appreciation for its philanthropic efforts, such as recognition in the Vault Consulting Survey 2016.



Global Impact Sourcing Coalition

AF is an Associate Member of the GISC which brings together leading corporations to promote Impact Sourcing as a hiring strategy to tackle youth unemployment.



Global Memberships



SUSTAINABLE DEVELOPMENT GOALS

17 GOALS TO TRANSFORM OUR WORLD



Global Memberships

SDG Philanthropy Platform

Avasant Foundation supports the United Nations Sustainable Development Goals, especially goals 1- No Poverty, 4- Quality Education, 5- Gender Equality and 8- Decent Work and Economic growth and 10- Reduced Inequalities.

AF is also a founding funder for India of the SDG Philanthropy Platform focused on helping Philanthropy advance work towards meeting the 17 SDG Goals by 2030.



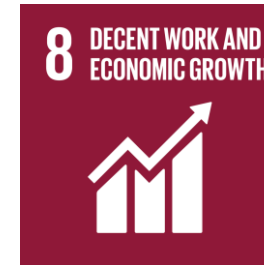
End poverty in all its forms, everywhere.



Ensure inclusive and quality education and promote lifelong learning.



Achieve gender equality and empower all women and girls.



Promote inclusive and sustainable economic growth, employment and decent work for all.



Reduce inequality within and among countries.

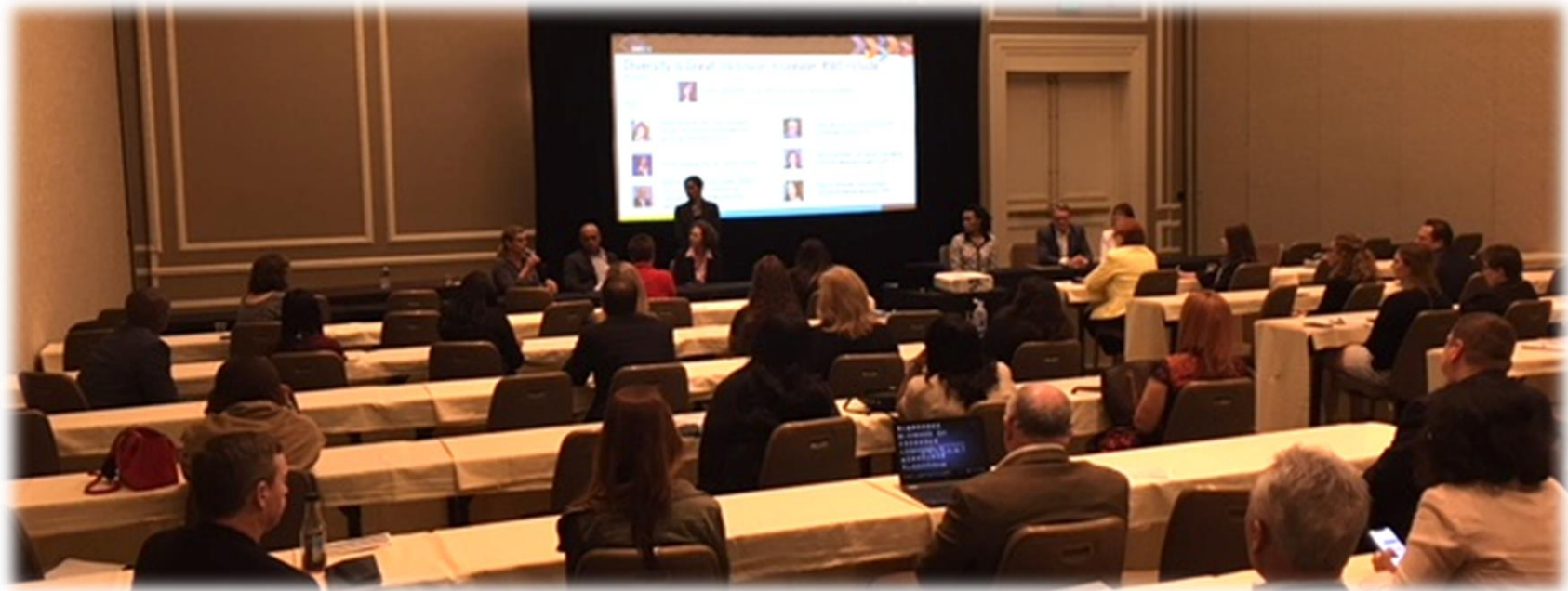
Global Memberships

International Association of Outsourcing Professionals

Recognized by the IAOP as a top Outsourcing Advisor, Avasant Foundation in partnership with IAOP launched the Women Empowerment and Opportunity in Outsourcing Survey and published the results of the survey at the IAOP Conference 2017.

The purpose of this survey was to gather data on the perceptions of gender equality, empowerment and opportunities for women in the outsourcing industry and to identify where and how outsourcing has internationally empowered the lives of women, both inside and outside the workplace.

Chitra Rajeshwari is the Lead Chair for the IAOP Women Empowerment Committee continuing to support efforts on its Women Empowerment initiative to catalyze changes in the global outsourcing industry to empower the lives of women both inside and outside the workplace.



Highlights by Region - Latin America and the Caribbean

In 2017 AF scaled its **Avasant Digital Youth Employment Initiative**, skills training in the Caribbean, graduating 247 deserving youth from disadvantaged backgrounds in **Jamaica**. Over **90%** of trainees secured employment with leading IT/BPO Service Providers within weeks of finishing their training.



"Avasant Foundation's training has brought out every possible positive thing from within myself. I got a job because of this and my children are so proud of their father. I feel over the moon because now I can give my children good education and a good life."

- Henmark Greenwood, Montego Bay, Jamaica

In **Trinidad & Tobago**, AF has won a Global Skills Grant to bridge the prevailing skill-gap in the ITeS sector in T&T with a trained workforce. 50 youth will be trained in on-demand skills for a period of 18 months with AF's ADYEI in association with CTS College T&T. The objective the Global Skills Grant is to develop the IT/ITES sector and enhance its export potential in T&T.

Further, the specialized training will help candidates understand the shifting business services landscape and attain industry standard certification levels. Additionally, the program could also have spillover benefits of maturing certain services and the larger business ecosystem within T&T. The Project starts in April 2018 and will end in November 2019



Trainees at Montego Bay, Jamaica



Partners on FUTURE JAMAICA include the government, JAMPRO, leading ICT companies and the BPIAJ industry group, University of Technology, Jamaica, Fi Wi Jamaica, USAID and Microsoft



Above: Graduates in Kingston, Jamaica
Left: Graduates in Montego Bay, Jamaica

Highlights by Region - Africa

In the last five years, Avasant and its Foundation have helped catalyze the creation of over **6,000 new jobs** in collaboration with governments, non-profits and the region's growing ICT service industry. A new 2017 effort involved advising the Rwandan government on how to optimize its investments in ICT for job creation and development.

Avasant worked with the Government of Uganda to develop and strengthen ICT led innovation among the youth to enhance productivity competitiveness and promote efficient delivery of public services. Avasant and its Foundation helped the government of Uganda promote entrepreneurship by creating and piloting a "TechnoSpark" training. Through this World Bank funded effort, Avasant partnered with the RAN Innovation Lab and NITA-UICT industry association to offer the training in Kampala, primarily for women. Avasant Foundation is now looking to expand its iGNITE entrepreneurship training and incubation model in Africa and globally



*Left: Youth at AF partner Harambee in South Africa preparing for employment
Right: AF trainees at ICT service provider Capfin, who later hired them*



Budding entrepreneurs in Uganda participate in TechnoSpark training to launch businesses

Highlights by Region - Asia



Above, Below and Right: Youth in Indian schools participating in the Digital Equalizer Program



Avasant Foundation deepened its investments in 2017 to help **India** reach its 2030 Sustainable Development goals by joining the **SDG Philanthropy Platform** as the first member of its India Founders Circle. The Platform co-hosted Silicon Valley's 2016 Global Entrepreneurship Summit which AF participated in co-hosted in India in 2017.

Through the **Digital Equalizer Program** of the American India Foundation, Avasant Foundation has provided over **6,500 youth** with access to technology in 565 government run schools in Odisha and Bangalore.



In 2016, AF also continued to support **Girl Rising** and its work in girl empowerment and education. AF Chairman Kevin Parikh serves as a member on its US-India Advisory Board.



Highlights by Region – United States

Avasant Foundation supported in 2017 **STEM and entrepreneurship** education for disadvantaged youth in the **United States** as well as other initiatives in partnership with non-profits, including the following:



The **TYE Program** inspires teens to experiment, innovate and provides training on how to build a start-up business.



The **United States Hispanic Chamber of Commerce Foundation** is dedicated to empowering business leaders through life-long education and support.



STEAM Carnival inspires the next generation of doers, dreamers, innovators and inventors through hands on play-based and fun STEAM education.



Sharefest Community Development is dedicated to creating an imprint of lasting positive change and building communities of care in the South Bay and Harbor Areas of Los Angeles County.



Project Hand Up helps people experiencing poverty or homelessness raise money for their needs, such as housing, food or medical expenses.

In The Press - 2017 Media Highlights

The Gleaner
Established 1834


Home Lead Stories News Sports Entertainment Business Letters Comments
World News Lifestyle In Photos Auto Social Outlook Shopping Westerns Focus Art & Culture

Mobile version
Subscribe to this feed
Join us on Facebook
Follow us on Twitter

Growth & Jobs | Avasant Foundation To Train More Than 200 Jamaicans For Employment In BPO Sector

Share this Story: [G+](#) [Twitter](#) [Facebook](#) [LinkedIn](#) [Recommended 10](#)

Published January 11 January 11, 2017 12:01 AM



More Stories

RIO warns of serious implications if agency is not assembled from only one

Mo. 1st ANS 101.12.17 TRAVEL - Avasant Foundation 2016-2017

55 in BPO graduated for Employment Skills and Road Project

Government allocated \$120 to upgrade road infrastructure

Cap arrested in fatal St. Catherine shooting

USAID
FROM THE AMERICAN PEOPLE

Home About Us Global Resilience Innovations Opportunities M&ETS Resources



Enhancing knowledge generation and sharing through the TECHNOPARK Partnership Digital Entrepreneurship and ICT Innovations Training November 17th-18th 2016

"It is through partnership that we together achieve more" always notes Prof. William Rutoy, Dean Malawiye University School of Public Health, Biomedical Network Upgrade (BNU) Chief of Party and Lab Director. In a partnership with National Information Technology Authority Uganda (NITA-U) under the aegis of Ministry of ICT, the World Bank, AVASANT and RAIN co-organized and facilitated a 2-day training on Digital Entrepreneurship and ICT for budding entrepreneurs and students. The training titled (TECHNOPARK) was held at the BNU Innovation Lab (located on Plot 24, Upper Kololo Terrace) on November 17th 2016 and at the Information Access Center (located within the Ministry of ICT, ICT House-Plot 10/12 Parliamentary Avenue) on November 18th 2016. The theme highlighted the vital transformations that the digital era (enabled by technology) has brought into play. Businesses, academic activities, transport, security etc. have all been transformed by technology and the world is increasingly being leveled by it. This means that nations as well as ecosystems are interconnected almost in real time, increasing opportunities for national development and individual success. With carefully selected subjects of study/discussion and facilitators, Technopark illuminated the above.



Goals
Foundation Funding
and More

Mumbai, India, 24th January, 2017: SDG Philanthropy Platform Launched in India Aims to Catalyze Partnerships for the Goals

SDG Philanthropy Platform Launched in India Aims to Catalyze Partnerships for the Goals

Mumbai, India, 24 January 2017: The SDG Philanthropy Platform in India launched today at a high level meet of corporate stalwarts in India's financial hub of Mumbai, aims to deepen partnerships to achieve the SDGs. India becomes the seventh country to launch the Platform, joining Colombia, Ghana, Kenya, Indonesia, United States and Zambia.

With support from the Conrad N. Hilton Foundation, Ford Foundation, The MasterCard Foundation and many others, the Platform engages philanthropic organizations in countries around the world to contribute actively to achieving the 17 Sustainable Development Goals (SDGs), or Agenda 2030. Established in 2014, the SDG Philanthropy Platform has established pathways for philanthropy to engage with national and local governments and the UN in SDG processes. It has connected thousands of foundations and other stakeholders globally and locally to facilitate greater awareness of philanthropy's role in promoting the SDGs.

The high-level meeting was attended by a wide range of stakeholders and partners including government, private sector and philanthropy, moderated by Heather Grady, VP of MacArthur Philanthropy Advisors. Participants included Jaco Cilless, Country Director, UNDP India, Indian philanthropist Meeta Menwade, Founder & Co-President at Stanford A & S India, Pragna Kien, Group Executive President of the Aditya Birla Group, and Mallika Shah, Platform Advisor and Co-President of Stanford A&S.

Speaking at the launch of the Platform in India, Jaco Cilless, Country Director, UNDP said, "The SDG Platform can support India in realizing its enormous potential to adopt creative and innovative technological solutions, to address persistent developmental challenges."

The Platform aims to reduce duplication of efforts around the SDGs and to leverage resources among partners, which includes philanthropic organizations and foundations, the United Nations and other development partners, governments, civil society and businesses (including social enterprises). It intends to give grantmakers and donors a greater voice in the national plan for SDG implementation, offering an avenue to identify and apply innovative methods from the private sector to UN and government programmes.

India played a pivotal role in shaping Agenda 2030, and is critical to its success. The India Philanthropy Report 2016, which tracks the growth of philanthropy in India, paints an encouraging picture. Since 2009, India has added more than 700 million donors, and donors are contributing more and to a wider array of causes.

The Plot [pressreader](#)
More info [Search Results](#)

AVASANT FOUNDATION BLAZING TRAIL IN TRAINING BPO WORKERS

by The Gleaner - January 2017

"Transition into a bigger position. If the entry doesn't work out, then we'll just go on and climb up the ladder, reach."



Jacquer Foundation's executive director, Chitra Rajadurai, and 15-year-old graduate, Shweta Sora



Haiti - Training : 30 young graduates for call centers

04/04/2016 09:45:53



Saturday at the Marriott Hotel, as part of a pilot program in collaboration with Digicel, the Investment Facilitation Cent (IFC) and the Inter-American Development Bank (IDB), the Avasant Foundation proceeded to the delivery of diploma about thirty youth aged 18 to 26, who have successfully completed training of four weeks, enabling them to get a job in the industry of Call Centers in Haiti.

This pilot program was aimed at promoting the development of skills and facilitate employment opportunities via outsourcing service providers of business processes. The design and results of the pilot program had the objectives provide practical training for skills development and knowledge base for the sector of information technology a communication and the Business Process Outsourcing

(BPO) <http://www.haitilibre.com/en/news-16192-haiti-economy-the-bpo-sector-a-promising-market-of-13-000-jobs.html>



PRESS RELEASE

SDG Philanthropy Platform Launched in India Aims to Catalyze Partnerships for the Goals

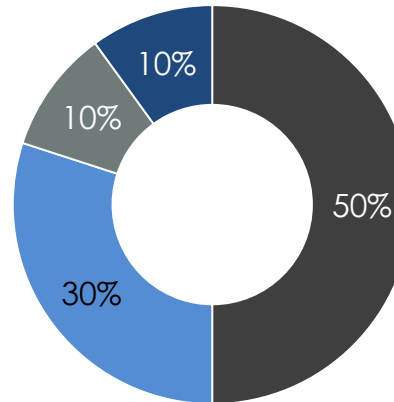
Mumbai, India, 24 January 2017: The SDG Philanthropy Platform in India launched today at a high level meet of corporate stalwarts in India's financial hub of Mumbai, aims to deepen partnerships to achieve the SDGs. India becomes the seventh country to launch the Platform, joining Colombia, Ghana, Kenya, Indonesia, United States and Zambia.

With support from the Conrad N. Hilton Foundation, Ford Foundation, The MasterCard Foundation and many others, the Platform engages philanthropic organizations in countries around the world to contribute actively to achieving the 17 Sustainable Development Goals (SDGs), or Agenda 2030. Established in 2014, the SDG Philanthropy Platform has established pathways for philanthropy to engage with national and local governments and the UN in SDG processes. It has connected thousands of foundations and other stakeholders globally and locally to facilitate greater awareness of philanthropy's role in promoting the SDGs.

Financial Contributions

TOTAL FUNDS
RAISED IN 2017
\$869,955

AVASANT
CORPORATE
INVESTMENT
\$526,400



- AF Mission Driven Programs
- AF Supported Programs
- AF funded initiatives
- Operations cost



University of Technology,
Jamaica



Golf for Impact

Avasant Foundation hosts an annual charity golf tournament to fund its initiatives since 2014. The last event was held in March, 2017 at MountainGate Country Club. The entire golf course and club facility was reserved exclusively for this event. Thank you to our 22 sponsors who helped raise \$210,000 for youth employment and skills development programs.

Total Money raised- \$782,167

All proceeds from Golf for Impact support Avasant Foundation's initiatives to create job opportunities, improve education, and empower youth.

2017

\$210,000

120 attendees

20 sponsors

Venue:
Mountaingate Country
Club

2016

\$210,000

120 attendees

22 sponsors

Venue:
Trump National Golf Club

2015

\$202,167

120 attendees

21 sponsors

Venue:
Mountain Gate
Country Club

2014

\$160,000

110 attendees

17 sponsors

Venue:
Santa Ana
Country Club



Our Team



As an equal opportunity employer, Avasant and Avasant Foundation believe that our inherent strength lies in the intellectual and cultural diversity of our workforce. Avasant's workforce contributes towards the firm's goal of guiding its clients through often difficult, uncertain and ambiguous situations through their extensive knowledge, implicit understanding and passion and contributing their time towards charitable objectives through Avasant Foundation. The firm, through its policies, upholds human and employee rights and strongly believes in acknowledging and respecting individuals' dignity, rights and ambitions.

Our Graduates



Thank you for supporting and investing in the future of our youth.

